

Management System: Civil Rights and Diversity

Policy: Diversity and Inclusion Policy

Statement

Management System Owner: Regina Neal
Subject Matter Expert: Sheila Gilliam

Issue Date: 8/22/13
Revisions: 0

The purpose of this policy statement is to reaffirm the EMCBC's commitment to workplace Diversity and Inclusion.

It is the vision of the EMCBC to be a resource of choice for the EM clean-up program and to provide exemplary services to our customers. To ensure delivery of resourceful products and services we must acquire, maintain and include top-quality talent.

As Director, my commitment and dedication to Diversity and Inclusion moves beyond the required business assets, to rather providing the essential obligation of respect, seeking opportunities to build flexibility in today's workplace environment, and encouraging the EMCBC to thrive upon its mission and vision. Through this steadfast charge, the EMCBC demonstrates its commitment by supporting the EMCBC Diversity Council and the Special Emphasis Programs. More notably, as we navigate through the complexities of our work environment, the regularly scheduled Brown Bag luncheons allows me the opportunity to personally hear employees' viewpoints, opinions, and suggestions for a continuous workplace improvement to include moral, performance and productivity.

Further, the input received from the Employee Viewpoint Survey (EVS) provides the EMCBC with concrete benefits of Diversity and Inclusion in the workplace, and through our collaborative efforts, team work and empowerment, the EMCBC is moving forward with implementing Diversity and Inclusion strategies, specifically in the areas of Employment Recognition; Performance Management; Leadership, Trust and Confidence.

As we continue to support a flexible workplace where viewpoints, perspectives, expertise and talents of all employees are welcomed, recognized and appreciated, innovation is inspired and the success of the EMCBC's mission goals is promoted. In our ability to attract, retain and nurture the brightest from all walks of life we strengthen the DOE management principles, expressly... "We will treat our people as our greatest asset."

Embracing the principles and values of diversity and inclusion allows us to identify personal barriers to acceptance and understanding that stem from life experiences, which is necessary to avoid potential ramifications associated with violating anti-discrimination or anti-harassment laws and agency policies. The EMCBC's management team is held accountable and is diligently working to develop strategies and action plans to alleviate the stressors and dissatisfactions that reduce employees' ability to bring their complete selves to the job and contribute their best work.

As we move forward with the EMCBC EVS actions, I encourage us all to bring fresh ideas, new perspectives and experiences to make our environment a more inclusive workplace and strongly encourage all employees to strive to ensure that the EMCBC provides an environment that respects and welcomes the contributions of all of its employees. I expect all EMCBC employees, managers and contractors to fully embrace the principles and concepts of Equal Employment Opportunity and Diversity Inclusion.

EMCBC RECORD OF REVISION

DOCUMENT TITLE: EMCBC Diversity and Inclusion Policy Statement

If there are changes to the controlled document, the revision number increases by one. Indicate changes by one of the following:

- I** Placing a vertical black line in the margin adjacent to sentence or paragraph that was revised.
- I** Placing the words GENERAL REVISION at the beginning of the text.

<u>Rev. No.</u>	<u>Description of Changes</u>	<u>Revision on Pages</u>	<u>Date</u>
1	Initial Policy Statement	All	08/22/13